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News Release

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CDL ACCORDED TOP HONOURS AT THE ASIAN CSR AWARDS 2009 FOR BEST WORKPLACE PRACTICES

City Developments Limited (CDL) was honoured with the Best Workplace Practice Award at the highly prestigious Asian CSR Awards 2009, a component of the 8th Asian Forum on Corporate Social Responsibility (CSR), this evening at the Crowne Plaza Hotel in Manila.

A leading practitioner of CSR in Singapore, CSR is an integral part of CDL's corporate vision and mission. The Company walks the talk by incorporating policies and programmes that add value and benefit to its key stakeholders including its investors, customers, contractors and suppliers, the community-at-large and of course, its employees.

Employees make up the foundation of a business and CDL believes in creating a conducive and dynamic work environment which supports a positive corporate culture of work-life harmony to ensure that employees are happy and motivated to maximise their potential and contributions, both at home and at work. In addition to its comprehensive stable of welfare programmes, the CDL Human Resource Department focuses on one particular area every year to further promote the well-being of its employees. For this year's Awards, CDL submitted its "*Healthy Mind, Happy Life!*" initiative which promotes positive mental-health by raising the awareness of mental well-being through enhancing one's self-esteem and resilience. Throughout the year, a smorgasbord of activities ranging from mental wellness to physical and sports programmes to boost mental health, and even training of staff to identify symptoms of stress among colleagues were implemented within the Company. (For details of these programmes and its results, please see Annex 1.)

"We value the well-being of our employees, and believe in empowering and nurturing them to the best of their capabilities. Mindful of the increasing pressures and challenges faced in our fast-paced society, it is most encouraging that over 94% of our employees report that they are able to balance the demands of both work and home life. It is also gratifying that CDL's 17.1% employee turnover achieved in 2008 is well under the national average of 23.7%. This drives us to continue to strive towards helping our employees achieve total wellness, which ultimately will lead to a more productive and motivated worker," said Ms Esther An, CDL's Head of CSR and Deputy General Manager, Corporate Affairs.

In 2008, CDL was conferred three excellence awards at the Asian CSR Awards for its "1°C Up" Pilot Campaign, Water Recycling and Silt Water Treatment Programme at Construction Sites (in the Environmental Excellence category) and Work-Life Harmony Programme (in the Best Workplace Practices category).

The Asian CSR Awards is recognised as the leading awards programme on Corporate Social Responsibility in Asia and attracted 211 entries representing 132 companies from 14 countries this year. The Awards are given in five categories including Best Workplace Practices, Concern for Health, Environmental Excellence, Poverty Alleviation, and Support and Improvement of Education.

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WORKPLACE HEALTH PROJECT

Healthy Mind, Happy Life!

An Employee Initiative by:



CITY DEVELOPMENTS LIMITED

Conserving the Environment • Caring for the Community

OBJECTIVES

To promote positive mental health through raising awareness of mental well-being in enhancing one's self esteem and resilience; further boosted through physical health programmes.

ABOUT THE PROGRAMME

We believe that a healthy and happy staff is a productive worker who will contribute to the organisation's financial success and understand that the total wellness of the employees include both physical and mental well-being. In 2008, we focused on promoting positive mental health in employees by raising awareness of its importance through a carefully planned calendar of activities. The Workplace Health Project named 'Healthy Mind, Happy Life!' was introduced covering the following three main areas:

“ At CDL, we recognise that our employees are the company's greatest assets and remain committed to enhancing our employees' well-being. We believe that total wellness will inspire greater achievements at work.”

Mr Kwek Leng Joo,
Managing Director

1. Mental wellness & health related activities

- Employee Assistance Programme for employees in the form of telephonic, face-to-face or electronic delivered consultations by trained counsellors
- Mental Wellness Campaigns to encourage employees to stay happy and have a positive outlook
- "Treasure Your Mind" Garden Exhibit with experiential landscape
- Mental Wellness Talks and Workshops to increase the awareness and knowledge on mental well-being
- Health Workshops to promote healthy eating habits related to mental well-being
- E-articles, stickers and pop-out wobblers to remind staff of the importance of positive mental health

2. Physical & sports activities to boost mental health

- Sports Facilities Subsidy for training and preparation of annual sports tournament
- Exercise Classes
- Corporate Rate membership package from fitness centres
- Office Stretching Exercises to highlight that exercises can be done anywhere, anytime and without the need to change into sports attire
- Free Fitness Assessments and Health Screening for employees to assess fitness levels and early detection of illnesses

3. Training of Work-Life Committee & Department Representatives on mental wellness issues

- Over 35 staff were trained to identify signs and symptoms of stress among colleagues so that potential problems could be nipped in the bud



The healthy lunchbox cooking demonstration, organised to encourage healthier eating and cooking habits, was attended by over 100 staff.



For the annual sports tournament, 'Hong Leong Olympics', CDL staff trained and participated in various sports such as tennis, badminton, bowling, track & field, etc.

POSITIVE OUTCOME

- Over 98% of staff surveyed are happy to work for CDL
- Over 94% of staff surveyed are able to balance the demands of work and home life
- A lower turnover rate as compared to national average
- Average length of service of each employee at 8.1 years
- 50% of our employees have been with CDL for more than 5 years
- A decrease in the source of stress that is due purely to work or family
- Platinum winner of the Singapore H.E.A.L.T.H (Helping Employees Achieve Life-Time Health) Award conferred by Singapore Health Promotion Board in 2008. This is the highest honour given to any employer based on the merits of the programmes implemented
- Work-Life Excellence Award from the Ministry of Manpower (Singapore) in 2008 in recognition of our effective Work-Life strategies